

Martin Browne (Chair)
June Knox (Vice Chair)

TCXUnite.com



JCNC UNITE REPRESENTATIVES

26th July 2013

To: Maggie Kennedy

(Delivered by email)

Dear Maggie,

Re: Your recent proposal

I am writing to you in relation to your memo issued this morning and need to express my overwhelming disappointment (but not surprise) in the way that the Company are using people's jobs, livelihood and futures as a bargaining chip to secure yet another attack on your hardworking, loyal cabin crew.

When we last met a few weeks ago you said that you were preparing a business case to tour crew through other bases to mitigate against job losses. We stated that we would like to send out an information booklet to the crew at those bases where potential redundancies remained advising them of the potential lifestyle benefits of the 10 / 2 contract. It was also suggested that the applications for LPA remained open. You made it clear that you didn't want to do this as you did not think it would be necessary. We raised concerns that we did not want to leave this until the last minute for obvious reasons.

A follow up meeting was arranged for Tuesday the 9th July where it was planned to finalise and discuss any outstanding items. You rang me around 1600 on the 8th July after presenting your proposal to the airline board. You said "we are almost there I just need to prepare some additional documents". You then said that you would like to cancel the meeting on the 9th to allow you to do this. There was no indication or suggestion that your proposal was not cost effective, did not make business sense, or involved anything other than a mitigation opportunity which we had discussed. I was led to believe that this was only a formality.

Over the last few weeks there have been several requests for an update on the redundancies, and even an offer of assistance if something had arisen which was proving problematic. Nothing was forthcoming until a short notice meeting was arranged for yesterday. This appears to be a reoccurring tactic by the Company, employed in order to give the union minimal time to respond or consider. I do not believe that your latest proposal was only thought up this week, hence my suggestion that this is nothing other than a deliberate ploy. We can only draw our own conclusions why meetings have not continued over the last three weeks, to meaningfully and genuinely do everything that could be done to avoid unnecessary job losses.

On the subject of minimum crew, it is widely known that we have been requesting a meeting with Christoph Debus for months to raise our concerns in relation to minimum crew directly to him. This meeting is due to take place on the 29th August. To be clear the introduction of minimum crew will have a massive impact on crew welfare and we could not, and will not make a decision on such a huge subject

without taking it to our members, and having full and proper discussions with the Company regarding those concerns. We also believe that it is in the Company's best interests to hear the issues, and not be so cavalier as to use minimum crew as a bargaining chip. I am therefore surprised that you suggest that the Unite committee could / should make such a decision without seeking the views of our members, and without entering into meaningful discussions with the Company around crew welfare, and the potential implications for our customers

We have requested a meeting with you next Tuesday where we hope to meaningfully discuss ways to avoid job losses. In preparation for the meeting please could you provide us with the detail of the business plan that was presented to the board as we currently fail to see how your proposal is actually more cost effective especially when you take into consideration the cost of making redundancy payments, employing additional crew in the winter to cover LPA operation, the cost of possible litigation for unfair dismissal amongst many other things.

Again we also need to express our belief that based on the fact that the establishment for this summer is grossly under that which is required for the operation, we believe that the numbers for winter 13 are not currently accurate or finalised. We have a meeting arranged for the end of September when the winter long haul programme is finalised. Therefore we find it reprehensible that the Company are using redundancies as a bargaining chip to achieve their cost cutting objectives and the threat to serve notice on a small number of individuals if you do not get your own way, is morally wrong. In its crudest form Maggie what you have said is; "accept minimum crew, or I will sack these employees."

The Unite Reps are looking forward to a productive and meaningful meeting on Tuesday.

Yours sincerely,

Martin Browne
Chairman – JCNC Committee
NW 1072 – Branch Secretary